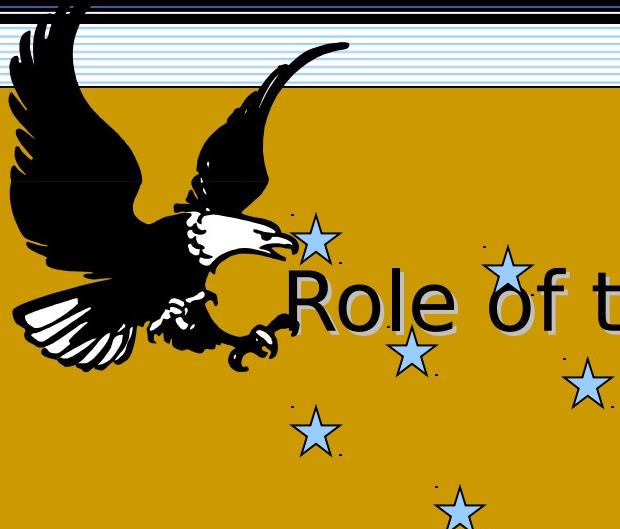


Click here to  
**START**



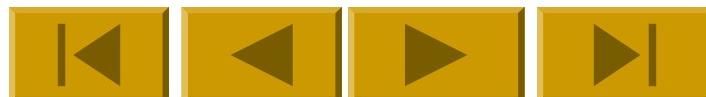
## *The Army's EO Program and Policies*



## Lesson 29: Role of the Small Group Leader

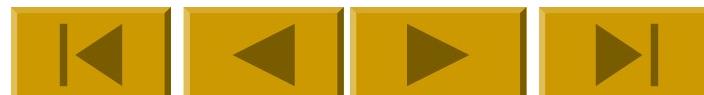
# Overview

- Role of the Small Group Leader (SGL)
- Processing Questions
- Diagnosing Group Development
- Dysfunctional Behaviors
- Facilitator Rules of the SGL



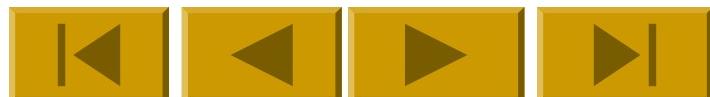
# Role of the Small Group Leader

- Preparation
- Introduction
- Activity
- Publish and Process
- Generalization
- Subject Matter Expert (SME)
- Observer
- Facilitator of Group Process



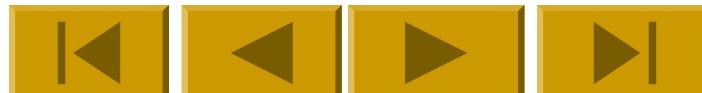
# Processing Questions

- Student Handout #29-1
- Disadvantages
- Advantages



# Roles of the Small Group Leader

- SME
- Observer
- Facilitator
- Process and Content
- Stages of Small Group Development



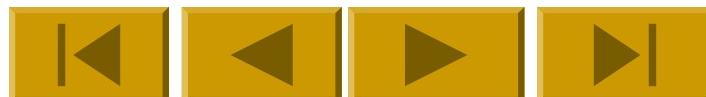
# Diagnosing Group Leader

- Norms
- Structure
- Decision Making
- Influence
- Feedback
- Competition



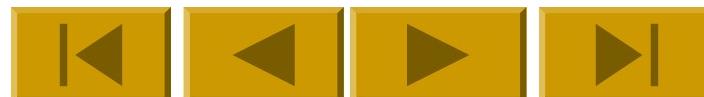
# Norms

- Stage
  - Dependent
  - Independent
  - Interdependent
- Action
  - Norms Developed Covertly
  - Norms Broken
  - Norms openly examined by group



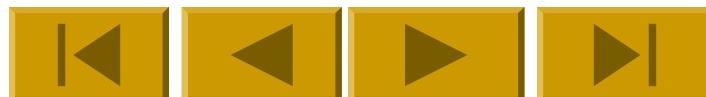
# Structure

- Stage
  - Dependent
  - Independent
  - Interdependent
- Action
  - Group looks to SGL
  - Imposed by another student
  - Group looks to themselves



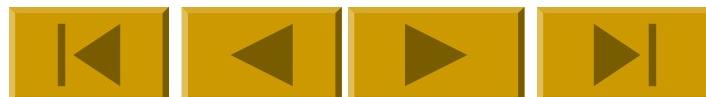
# Decision Making

- Stage
  - Dependent
  - Independent
  - Interdependent
- Action
  - Plop, Autocratic, Minority
  - Autocratic, Minority
  - Consensus, Attempts at unanimous



# Influence

- Stages
  - Dependent
  - Independent
  - Interdependent
- Action
  - Covert/Reference to authority
  - Overt Argument
  - Shares-Goes to most appropriate student for the task at hand



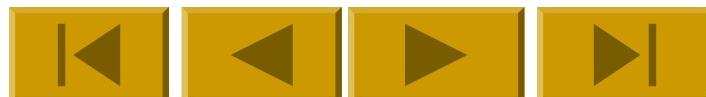
# Feedback

- Stage
  - Dependent
  - Independent
  - Interdependent
- Action
  - Little or none
  - Some, but does not conform to rules
  - Conforms to rules, students give and receive



# Competition

- Stage
  - Dependent
  - Independent
  - Interdependent
- Action
  - Can't Win, avoidance and competition
  - Must Win
  - All Win



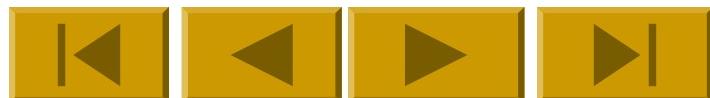
# Dysfunctional Behaviors

- The Rescuer
- The Projector
- The Passive Aggressor
- The Apologizer
- The Fighter
- The Flighter
- The Questioner



# Dysfunctional Behaviors

- The Withdrawer
- The Monopolizer
- The Know-It-All
- The Complainer
- The Distracter
- The Pollyanna
- The Intellectualizer



# Facilitator Rules of the SGL

- Keep the group moving
- Not part of the discussion
- Project enthusiasm
- Address dysfunctional behavior
- Listen
- Absent of personal bias
- Open-ended questions?



# Summary

- Role of the Small Group Leader (SGL)
- Processing Questions
- Diagnosing Group Development
- Dysfunctional Behaviors
- Facilitator Rules of the SGL

